



New Philadelphia Police Department

Jeffrey L. Urban-Chief of Police

122 Second Street SE

New Philadelphia, Ohio. 44663

Phone: 330-343-4488 Fax: 330-343-4487

E-Mail: chief01@tusco.net

Sergeant Dave Cimperman
Afternoon Shift
New Philadelphia Police Department

August 27, 2010

Ref: Pre-Disciplinary Hearing 8/27/2010

Sergeant,

On August 27, 2010 a hearing was held in the chief's office in reference to you using two days of vacation, August 18 and 19 without having any vacation time to take. Your explanation was considered and the seriousness of being absent without leave was discussed.

This letter is to serve as a written reprimand, placed into your file, for violations of the department's Standards of Conduct "Maintaining an acceptable level of availability for work" and "Knowing, observing and obeying all rules, directives, policies and procedures."

The time, 16 hours, will not be paid and your check shorted.

Sincerely,

Jeff Urban
Chief of Police